

Little Falls Board of Education
and
Little Falls School Custodians

(CUSTODIANS CONTRACT)

X 1980 - 1981

1981 - 1982

LIBRARY
Institute of Management and
Labor Relations

OCT 2 1981

RUZGERS UNIVERSITY

TABLE OF CONTENTS

	PREAMBLE
Article I	COMPENSATION
Article II	SALARY GUIDE
Article III	DUTIES
Article IV	EVALUATION
Article V	GRIEVANCE PROCEDURE
Article VI	CUSTODIAL RIGHTS
Article VII	ASSIGNMENT AND SCHEDULING
Article VIII	VACATION SCHEDULE
Article IX	HOLIDAY CALENDAR
Article X	SICK LEAVE
Article XI	HOSPITALIZATION/PENSION
Article XII	TEMPORARY LEAVES/PERSONAL DAYS
Article XIII	SEVERANCE
Article XIV	PROMOTIONS/HIRING
Article XV	WEATHER EQUIPMENT
Article XVI	COMPLAINT PROCEDURE
Article XVII	DURATION OF AGREEMENT

ARTICLE I

COMPENSATION

It is hereby agreed by both parties that the following salaries shall prevail during the two year period this Agreement is in force, namely, July 1, 1980 through June 30, 1981 and July 1, 1981 through June 30, 1982.

Step 1. \$8,000.00 (no experience and without Black Seal License.)

Step 2. \$8,500.00 (with Black Seal License.)

The Board of Education will provide the time necessary for a new employee to attend the school necessary to attain a Black Seal License. In addition, the Board will pay for the licensing fees due and necessary upon submission of proof to the Board Secretary that such bill has been paid. In addition, the Board agrees to pay on a pro-rated 12 month schedule the difference in salary earned by an employee without a Black Saal License and one who has attained said license. Such pro-rating will be based on the actual date of the license as received - a copy of which must be presented to the Board Secretary upon receipt.

For the purpose of compensation, there are two separate classifications for employees in the custodial group.

A. Maintenance Supervision

B. Custodial

Any or all employees falling into catagory A (Maintenance Supervision) and such duty having been recommended to the Board by the Superintendent of Schools, will, upon Board approval of assignment, receive an additional \$750.00 per year to their normal rate of pay. Such additional stipend to be pro-rated for the year such assignment is made.

ARTICLE 11

LITTLE FALLS BOARD OF EDUCATION

CUSTODIAN'S SALARY SCHEDULES

1980 - 1982

<u>NAME</u>	<u>1980 - 1981</u>	<u>1981 - 1982</u>
Bush, Henry	\$13,011.00	\$14,011.00
Pulicicchio, Frank	12,822.00	13,822.00
LaSalla, Edward	12,390.00	13,390.00
Benyo, Andrew	12,255.00	-
Alèssio, Louis	12,150.00	13,150.00
Vittorio, Jino	11,750.00	12,750.00
Fennelly, Joseph	9,000.00	10,000.00

Maintenance Supervisor, as indicated by Resolution of the Board, will be paid an additional stipend of \$750 per annum payable in 26 equal payments.

A. LONGEVITY

Persons covered under this guide who have completed fifteen (15) years of service in the Little Falls school district shall receive, included in, but added to their 16th year salary, a sum of \$300. Said sum shall be a constant for the period of this contract period providing length of service provision has been met.

B. OVERTIME

Saturday, Sunday and Holiday 1½ time paid of hourly rate for a minimum of four (4) hours straight time pay.

ARTICLE VIII

VACATION SCHEDULE

All members of the custodial staff shall receive paid vacation time in accordance with the following schedule:

1,2,3,4, full years of service	10 days (two weeks)
5 " " " "	11 "
6 " " " "	12 "
7 " " " "	13 "
8 " " " "	14 "
9 " " " "	15 "
10 " " " "	16 "
11 " " " "	17 "
12 " " " "	18 "
13 " " " "	19 "
14 " " " "	20 "
15 " " " "	21 "

ARTICLE IX

CUSTODIAL CALENDAR OF HOLIDAYS

1980 - 1981

July 4	Fourth of July	Friday
September 1	Labor Day	Monday
November 27 & 28	Thanksgiving	Thursday & Friday
December 25	Christmas	Thursday
January 1	New Year's	Thursday
April 17	Good Friday	Friday
May 25	Memorial Day	Monday

Approved 6/24/80 Nov. 2nd, Nov. 14th, Dec. 26th and Jan. 2, 1981

Twelve (12) paid days as agreed - four (4) days dependent on school calendar, 30 days after adoption of the prevailing school calendar.

1981 - 1982

July 5 (4)	Fourth of July	Monday
September 1	Labor Day	Tuesday
November 26 & 27	Thanksgiving	Thursday & Friday
December 25	Christmas	Friday
January 1	New Year's	Friday
April 9	Good Friday	Friday
May 31	Memorial Day	Monday

ARTICLE X

SICK LEAVE

An employee shall accrue twelve (12) sick leave days per contract year (12 months) for the period July 1, 1980 through June 30, 1981.

An employee shall accrue twelve (12) sick leave days per contract year (12 months) for the period July 1, 1981 through June 30, 1982.

In the event of sickness or illness that results in an employee covered under this Agreement using all accumulated sick leave earned by said employee, the Board of Education agrees to provide the following:

- (A) Continuation of normal compensation for a 60 day period, i.e., 4-15 day pay periods.

Item (A) above will be allowed under the following provisions:

1. All sick time over employee's accrued sick leave time shall be certified by an attending physician's statement.
2. The Board retains the right to have an employee examined at the Board's expense to verify any use of accrued or salary continuation sick leave pay. Any difference in attending physician's statements in reference to sick leave either accrued or under salary by the Board, whose decision shall be binding except for the employee's right to the grievance procedure outlined in this Agreement.
3. The 60 day continuation pay period will be paid as normal with the following exception. When, during the course of the utilization of the 60 day program, the Superintendent of Schools finds it in the best interests of the district to hire a substitute, the employee on the 60 day sick leave shall be responsible for 50% of the said substitute's pay with a maximum deduction of \$25.00 per day.

B. Retirement Compensation for Accumulated Sick Days

Upon retirement from the Little Falls School System a custodian shall be compensated at $\frac{1}{2}$ the per diem rate of pay for all accumulated sick days while in the Little Falls Schools. The daily rate of pay for such purposes shall be $\frac{1}{200}$ of the final year's salary. The total amount paid for retirement compensation shall not exceed \$9,000.00. Retirement shall be as defined by statute.

ARTICLE XI

HOSPITALIZATION/PENSION

A. Subject to Statutes of Public Employees' Retirement System.

B. For those custodial staff involved, requirements of Teachers' Pension and Annuity program will be honored by the Board.

C. Full Health Care Coverage

The Board of Education will pay, in behalf of each employee, so requesting, health insurance. The program consists of a State Plan including Blue Cross - Blue Shield, Rider J, and a Major Medical contract underwritten by the Prudential Insurance Company at the current cost. In addition, the Board of Education will pay one hundred (100) percent of the premium necessary for any family plan for those employees so requesting.

D. Prescription Plan for employee only will be in effect on September 1, 1980 through Blue Cross.

ARTICLE XII

TEMPORARY LEAVES OF ABSENCE/PERSONAL DAYS

Custodial staff members shall be entitled to the following non-accumulative leaves of absence with full pay each year an occurrence as listed occurs.

- A. In case of death in the immediate family, full time custodial staff members shall be allowed up to five (5) days of absence without loss of pay. (For purposes of this Agreement, immediate family refers to husband, wife, child, mother, father, sister, brother, grandparents, grandchildren, mother-in-law or father-in-law.)
- B. In case of the death of a relative of second degree, a leave without loss of pay will be granted for a period of two (2) days. (For the purpose of this Agreement, second degree relative refers to uncle, aunt, niece, nephew, cousins or other in-laws.)
- C. In the event of Jury Duty, full salary will be paid regardless of any remuneration paid by the courts. If, however, an employee is excused, he/she will report to work for the remainder of the normal work day.
- D. No other absences other than those shown in this article, or Article VIII or Article IX, will cause remuneration to be paid for time not worked. The only exception being an emergency situation under which the Superintendent of Schools may approve personal days with pay and then only to a limit of two (2) days per year per member requested in writing. All other requests must receive prior Board approval.

ARTICLE XV

WEATHER EQUIPMENT

The Board of Education to supply two (2) sets of foul weather gear for each school.

ARTICLE XVI

COMPLAINT PROCEDURE

- A. Any complaints regarding a custodian made to any school authority by any parent, student, or other person which does or may influence evaluation of a custodian shall be processed according to the procedure outlined below:
- B. The complainant will be directed to make contact with the Principal of the school who shall meet with the custodian to apprise the custodian of the full nature of the complaint and they shall attempt to resolve the matter informally.

Procedure:

- Step 1: In the event a complaint is unresolved to the satisfaction of all parties, the custodian may request a conference with the complainant and the Principal to attempt to resolve the complaint.
- Step 2: Any complaint unresolved at Step One may be submitted in writing by the complainant or the custodian to the Building Principal who shall forthwith forward a copy to the Superintendent. Upon receipt of the written complaint, the Superintendent shall confer with all parties.
- Step 3: If the Superintendent is unable to resolve a complaint to the satisfaction of all parties concerned, at the request of the complainant or the custodian, he shall forward the results of his investigation, along with his recommendation, in writing, to the Board of Education and a copy to all parties concerned. Upon receipt of the findings and recommendation of the Superintendent, and before action thereon, the Board shall afford the parties the opportunity to meet with the proper Board committee and show cause why the recommendations of the Superintendent should not be followed. Copies of the action taken by the committee of the Board shall be forwarded to all parties.

ARTICLE XVII

DURATION OF AGREEMENT

This Agreement shall be in force effective July 1, 1980 through June 30, 1982.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives and attested to by Mrs. Dorothy McCole, Secretary to the Little Falls Board of Education.

Jino Vittorio
Custodial Representative

Carmen Gaita
Little Falls Board of Education

Attest: _____
Mrs. Dorothy McCole

Seal: